

**Bargaining Unit 9**  
**Police Management**  
**Fresno Police Officers Association (FPOA)**

<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2007: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$822.00 City Contributes \$657.60 Employee Contributes \$164.40
<b>Retirement *</b>	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.02% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP
<b>Life Insurance</b>	1 x Annual salary rounded to nearest thousandth (\$150,000 Maximum) Bomb Squad \$250,000
<b>Long Term Disability</b>	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
<b>Deferred Compensation</b>	Savings/Mutual Funds Effective 7/1/06 City will contribute \$55.39 per pay period (employee must be enrolled in Deferred Compensation Plan)
<b>Holidays</b>	8-2/3 hours per month
<b>Vacation</b> (Available after 6 months)	16.667 hours per month
<b>Sick Leave</b> (Available after 1 month)	8 hours per month
<b>Administrative Leave</b>	60 hours per fiscal year Up to an additional 32 hours per fiscal year at departmental discretion See MOU for cash out policy
<b>Uniform Allowance</b>	\$790 per year
<b>Bilingual</b>	None
<b>Workers' Compensation</b>	85% of compensation
<b>Health Reimbursement Arrangement (HRA)</b>	To pay premiums for post-retirement medical insurance

**LEGEND:**

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service
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